JEDI JOURNEY JOURNAL

Your ongoing work after this cohort

Overarching Questions to Guide Your Work

- How can you operationalize racial equity?
- How can you cultivate a culture of belonging and collaboration?
- · How can you lead boldly, without fear?

Reflections on your time with the cohort

- What have you learned?
- What do you still have questions about?
- What are things you need to work on?
- In what ways has JEDI impacted you?
- What can you commit to doing differently as an output of JEDI?

Notes + Reflections			

Inspired by Proinspire (proinspire.org)
Self to Systems Leading for Race Equity Impact







PERSONAL LENS

- Distinguishing intent vs. impact
- · Exploring restorative approaches
- Connecting identity to communication

Centering Relationships Intentional Action Practices Taking and making space: Devoting time and resources to building Honoring the unique histories, cultural Balancing listening and sharing while authentic relationships; working to build backgrounds, and ways of being people bring to considering power dynamics and privilege when honesty, vulnerability, and trust through communicating and identifying opportunities to continue learning Listening deeply and empathetically: Practicing emotional agility: Actively engaging and understanding Setting and respecting boundaries: perspectives, particularly those of BIPOC Creating space for a variety of emotions and Communicating boundaries clearly and honoring those feelings in yourself and others. colleagues' and those with less positional respecting colleagues' boundaries with paying particular attention to where there empathy; recognizing that the opportunity to authority are race-based differences regarding who is set and maintain boundaries might be impacted allowed to express a range of emotions (e.g., Centering care in feedback: by racial identity and/or positional authority Giving feedback that focuses on individual misinterpreting 'passion' as 'anger')3 growth; requesting feedback and receiving it graciously Self to Systems: Leading for Race Equity Impact 27

Graphic from: Proinspire (proinspire.org)



Questions to help you overcome roadblocks

- Where are you building trust with people across lines of difference?
- How do you navigate through friction, disagreement, and conflict? How does your cultural upbringing influence that?
- When you cause harm, what are some restorative ways you can apologize and make amends?







Notes + Reflections

COMMUNITY LENS

- Mapping people, power, and resources
- Building coalitions
- Prioritizing collaboration over competition

Collective Reimagining Intentional Action Practices Disaggregating data: Taking time to examine assumptions that Identifying where you are now, (including the Collecting and disaggregating qualitative and underlie how you are currently working; quantitative information to understand network of individuals and organizations linked resetting any dynamics that are not serving to the issue) where power is currently held, and outcomes and experiences by race on an you and your community; and intentionally which resources are available in the network systemic level looking for opportunities within one's work and organization to influence existing models and/or Building coalitions: Prioritizing collaboration over competition: Mobilizing collectively with others in your sector Releasing competition and embracing that build new ones to strengthen the system around a shared result, defining contributions overall impact is strengthened by collaborating Conducting root cause analyses: toward it, and developing community and working in networks that honor Analyzing disaggregated data, observing trends, agreements for how the work will be done relationships among people and organizations and exploring factors that are impacting racial as infrastructure to support systems change disparities to understand underlying causes of the problem4 ProInspire Self to Systems: Leading for Race Equity Impact 43

Graphic from: Proinspire (proinspire.org)



Questions to help you overcome roadblocks

- What kind of power is showing up in your interactions? How can you shift toward shared responsibility and power?
- What types of feedback loops/processes have you used that center input from all entities involved in the work?

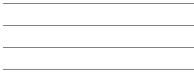






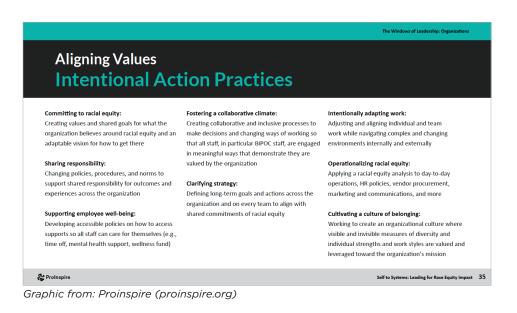
Notes + Reflections

-			



AGENCY LENS

- · Intentionally adapting work
- · Fostering a collaborative climate
- Clarifying strategy



Questions to help you overcome roadblocks

- How can your agency challenge the status quo?
- How can your agency build coalitions?
- How can your agency prioritize collaboration over competition?







Notes + Reflections